

2019.HS

Module Name: Managing People in an International Context	
Module Code	w.BA.XX.1MGP-IM.XX
Module Description	On completion of this module, students will be better able to contribute towards effective corporate management, i.e., hiring, deploying, retaining, developing, and motivating people to achieve business objectives regardless of geographical boundaries.
Program and Specialization	International Management
Legal Framework	Academic Regulations BSc dated 29.01.2009, Appendix to the Academic Regulations for the degree programs in Business Administration, Business Information Technology, and Business Law, first adopted on 12.05.2009
Module Category	Module Type: Compulsory
	Program Phase: Main Study Period
ECTS	6
Organizational Unit	W Abt. International Business Leitung
Module Coordinator	Michael Jan Kendzia (kend)
Deputy Module Coordinator	Elena Hubschmid-Vierheilig (hubh)
Prerequisite Knowledge	-
Contribution to Program Learning Goals (Affected by Module)	§ Professional Competence § Methodological Competence § Social Competence § Self-Competence
Contribution to Program Learning Objectives	Professional Competence § Knowing and Understanding Content of Theoretical and Practical Relevance § Apply, Analyze, and Synthesize Content of Theoretical and Practical Relevance § Evaluate Content of Theoretical and Practical Relevance Methodological Competence § Problem-Solving & Critical Thinking § Scientific Methodology § Work Methods, Techniques, and Procedures § Information Literacy § Creativity & Innovation Social Competence § Written Communication § Oral Communication § Teamwork & Conflict Management § Intercultural Insight & Ability to Change Perspective Self-Competence § Self-Management & Self-Reflection § Ethical & Social Responsibility § Learning & Change
Module Learning Objectives	Students... § are able to explain the role and tasks of human resource management in (international) organizations. § are able to demonstrate the link between corporate strategy and the choices made in human resource management. § are able to identify factors which impact on the development and implementation of effective and consistent HR management policies and practices. § are able to apply theories, models, and concepts of HR management to people management problems in international business environments. § are able to evaluate and assess HR management issues in organizations in international settings and to support their recommendations using sound evidence. § are able to present acquired knowledge in an oral or written form, clearly articulating their arguments and presenting supporting information. § are able to set goals by selecting, managing, and assessing their own learning activities in guided and autonomous self-study.

Module Content	§ Definition and Role of Human Resource Management § International Human Resource Management § Organizational Behavior § Motivation in an International Context § Leadership in an International Context § International Law § Corporate Strategy and International HRM § Global Staffing § Interviewing and Selection § International Assignment § Performance Management § International Total Reward § Developing People Globally § Self Management § Integration		
Links to other modules	-		
Methods of Instruction	Lecture	Social Settings Used: § Individual Work § Group Work	
Digital Resources	§ Teaching Materials § Case Studies (with Key)		
Type of Instruction	Classroom Instruction	Guided Self-Study	Autonomous Self-Study
Large Class	56 h	44 h	
Small Class	-	-	
Group Instruction	-	-	
Practical Work	-	-	
Seminar	-	-	
Total	56 h	44 h	80 h
Performance Assessment			
End-of-module exam	Form	Length (min.)	Weighting
Written exam	Closed book	60	100.00 %
Permitted Resources	No calculator		
Others	Assessment	Length (min.)	Weighting
-	-	-	-
Classroom Attendance Requirement	-		
Language of Instruction/Examination	English		
Compulsory Reading	-		
Recommended Reading	-		
Comments	<ul style="list-style-type: none"> • All material available on Moodle; texts are distributed during the semester by topic. • Course sessions: 8 x 4 lessons, 3 x 8 lessons • Poster presentation is a prerequisite to the written exam 		